
Appendices

Appendix A: Performance Management/Development High-Level Process Description
Appendix B: Workforce Transformation/Career Management

Appendix A - Performance Management/Development

Ensuring accountability for workforce performance and defining the development needed to succeed.

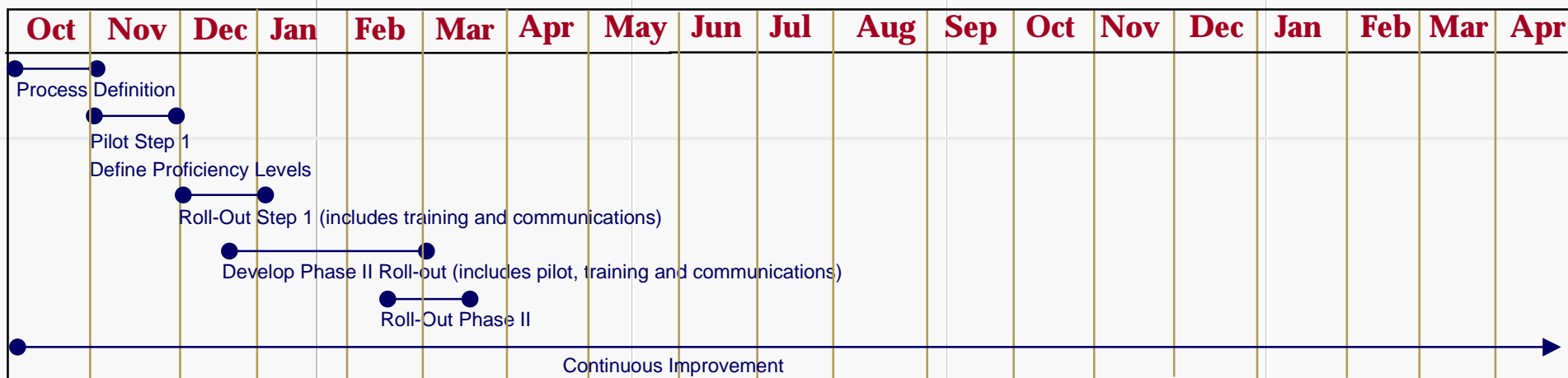
What is the Performance Development Process intended to do?

- ▶ Clarify individual and team performance expectations relative to organization goals
- ▶ Define necessary career growth and development opportunities for employees
- ▶ Provide the venue for sharing and receiving continuous feedback
- ▶ Provide a web-based performance tool that can be accessed anytime and anywhere

Where are we today?

- ▶ Defined the performance development cycle
- ▶ Developed SFA's Skill Catalog
- ▶ Selected and configured Perform.com as the web solution
- ▶ Created a deployment, communication and training plan for rolling out Step 1 of the Performance Development Process in December 2000

What's next?



Appendix B - Workforce Transformation/Career Management

Ensuring SFA employees are aligned to the right jobs with the right skills to be successful in the changing environment.

What is the Transformation Program intended to do?

- ▶ Align employees to the right jobs with the right skills as defined by modernization
- ▶ Enable employees to plan a long term career with SFA
- ▶ Demonstrate SFA is a good place to work

Where are we today?

- ▶ Developing a tactical, short-term pilot approach for workforce transformation
- ▶ Defining an enterprise-wide workforce transformation approach
- ▶ Communicating with sponsors to define legislative and regulatory re-deployment requirements

What's next?

